

Creative Abrasion Assessment

Activity: Applying the Creative Abrasion Model



Where does your team stand when it comes to Relationship Conflict? Task Conflict? What is your resultant Innovation / Performance Level?

Print the Creative Abrasion Model on Page 3.

STEP 1: Rate your team on a scale of Low / Medium / High with regard to Relationship Conflict, and then Task Conflict.

STEP 2: Plot these ratings on the Creative Abrasion model on page 9.

STEP 3: Find the Average of these two ratings, and plot your "Innovation Level" on the Creative Abrasion model.

STEP 4: Consider what steps your team could take to reach high performance

(Approx. 15 mins)

What steps can you take to reduce Relationship Conflict?

What steps can you take to bring Task Conflict to the "moderate" level?

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Relationship Conflict: _____



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| <ul style="list-style-type: none">• We treat one another with respect and kindness.• We accept and even value differences in personality, culture and strengths• We get along well as colleagues, even if we're not "friends" per se.• We don't have personal rivalries, clashes or disrespectful arguments. | <ul style="list-style-type: none">• There are "cliques" of colleagues who don't really interact with others• There may be some arguing, and some team members just don't get along and even avoid each other.• Everyone knows who is friends with whom, and who doesn't get along. | <ul style="list-style-type: none">• Team members make disparaging and condescending remarks about co-workers.• Team members use the "silent treatment", ignoring or even refusing to speak to co-workers.• There is lots of drama, with team members undermining each other. |
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Task Conflict: _____



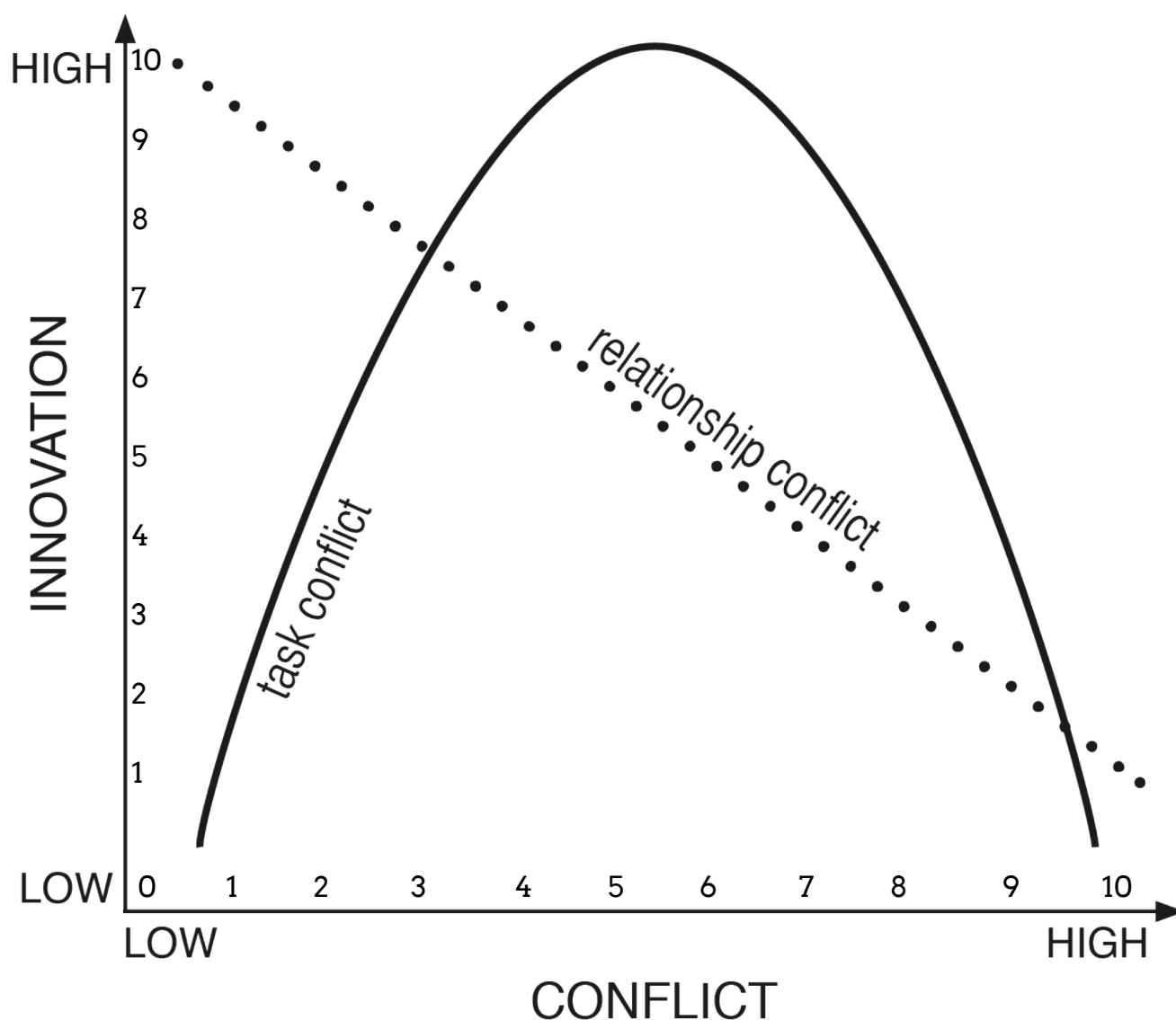
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| <ul style="list-style-type: none">• We don't raise different ideas about task performance.• We never disagree openly - they only disagree off-line or behind the scenes.• Everyone says they agree in meetings, even if we don't, in order to preserve harmony. | <ul style="list-style-type: none">• We debate ideas and strategies when making decisions.• We openly discuss and debate how to best allocate resources.• We offer differing and even conflicting perspectives on business-related issues. | <ul style="list-style-type: none">• We debate <i>everything</i> - tasks, process, decisions, roles, etc.• We get into heated arguments over how to best allocate resources.• We seem to make a point of coming up with conflicting perspectives on <i>everything</i>. |
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